CIVILIAN PERSONNEL MANAGEMENT SERVICE

Defense Leadership and Management Program (DLAMP) 2002 Refocus

January 7, 2002

Refocusing DLAMP

USD(P&R) memo, 12/21/01:

- Uphold original tenet – *highly capable senior civilian executives with a joint perspective on managing the Department's workforce and programs*
- Refocus and streamline the program in line with the Department's new strategic direction for civilian human resources management
- Make the program more flexible, cost-effective, and efficient in meeting short- and long-term requirements for highly capable civilian leaders

Program Elements – Formal Education

- Participant without a Master's Degree may earn one through:
  - A PME program that confers a degree, or
  - An accredited university in their local area
    - Full-time study (100 competitive fellowships)
    - Part-time study
- Participant with a Master's Degree may attend up to 6 graduate courses in business management and public policy areas
  - DLAMP will provide a competency-based framework
  - Participant and supervisor will assess need
  - Participant will enroll at a local accredited university

Program Elements – Professional Military Education

- Every participant will receive a thorough education in national security policy, studies, and decision-making, as well as leadership
- Participants who have not yet completed PME will attend:
  - **NDU (formerly CDLAMP)**
    - 4-5 individual courses
    - Two-week blocks
    - A solid foundation for Senior Service School
  - **Senior-level PME**
    - Resident
    - Non-resident

Other Elements

- Rotational assignments
  - Encouraged (Component option)
  - Not funded by DLAMP
- Backfill
  - Provided for 25 percent of students on long-term training
  - Applies to resident PME and full-time education fellowships

Class of 2002

- Delay intake until the key program elements are in place and the current participants are transitioned to the new program
- Reaffirm nominees under new program requirements
- Schedule formal selection and orientation – summer 2002

Transition Timeline

- 30 days:
  - Announce refocused program
  - Postpone intake of Class of 2002
  - Begin assessment of program changes on participants
  - Work with current DLAMP consortium universities on transition
- 60 days:
  - Detail core program requirements and operations for DLAMP Council
  - Draft revisions to DoD Directive 1430.16, “Defense Leadership and Management Program (DLAMP),” dated April 11, 1997
  - Terminate existing graduate course contracts at end of 1st Quarter, FY2002

Transition Timeline (2)

- 90 days:
  - Assess status of current participants against new requirements

    -- Place participants into appropriate DLAMP track based on prior education and program accomplishments to date

    -- Identify participants who are eligible to graduate

    -- Conduct individual assessment and counseling sessions

    -- Process voluntary withdrawals
  - Announce Master's Degree Programs
  - Commence NDU Leadership and National Security Studies classes
  - Nominate participants for 10-month PME programs (Academic Year 2002-2003)

Transition Timeline (3)

- 120 days:
  - Restart nomination process for Class of 2002
  - Conduct graduation
- 180 – 360 days:
  - Select Class of 2002; conduct orientation
  - Refocused DLAMP program fully operational

DLAMP - Intended Outcome

DLAMP is the education pillar of the Secretary of Defense civilian leader development process that, when combined with increasingly responsible assignments and other developmental experiences, prepares individuals for senior leadership positions in a joint environment.